



DEPARTMENT OF THE ARMY
OFFICE OF THE INSPECTOR GENERAL
1700 ARMY PENTAGON
WASHINGTON, DC 20310-1700

MAR 11 2019

Records Release Office

Mr. T.J. Kenney
MuckRock News
DEPT MR 55903
411A Highland Avenue
Somerville, MA 02144-2516

Dear Mr. Kenney:

This letter responds to your Freedom of Information Act (FOIA) request dated June 9, 2018, for a copy of Inspector General (IG) records pertaining to the Principal Director to the Inspector General for Inspections (PDTIGI).

This responds to items 1 and 3 of your request. Where boxed-in and noted within the documents, information has been withheld that is exempt from the mandatory disclosure provisions of the FOIA under exemptions (b)(6) and (b)(7)(C).

Exemption (b)(6) applies to information about individuals in "personnel, medical files and similar files," when the disclosure of such information would constitute a clearly unwarranted invasion of personal privacy.

Exemption (b)(7)(C) applies to information contained in records compiled for law enforcement purposes, any release of which could reasonably be expected to constitute an unwarranted invasion of the privacy of any individuals who were mentioned therein, or who conducted and/or supervised the conduct of an inquiry or investigation.

The IG office conducted a diligent search but found no Army IG records responsive to items 4, 5, and 6 of your request.

This action constitutes a partial denial of your request by the Initial Denial Authority (IDA). You may appeal this decision in writing within 90 days from the date of this letter. If you decide to appeal, please address your appeal through this office (ATTN: SAIG-ZXR), The Inspector General, 1700 Army Pentagon, RM 1E132, Washington, DC 20310-1700, to the Office of the General Counsel, Department of the Army. That office has appellate authority for Army Inspector General initial FOIA determinations. In any such appeal, you should also provide a copy of this letter, along with sufficient justification upon which the Office of the General Counsel may base a decision.

You may seek dispute resolution services from the Army FOIA Public Liaison or the Office of Government Information Services (OGIS). The Army FOIA Public Liaison is Alecia Bolling who may be contacted at (571) 515-0306, or by e-mail usarmy.belvoir.hqda-oaa-ahs.mbx.rmda-foia-public-liaison@mail.mil.

Item 2 of your request is being referred to the Office of the Administrative Assistant to the Secretary of the Army for release determination and a direct reply to you. A copy of our referral is enclosed for your information.

There are no fees assessable for processing this request. If you have any questions concerning this action, you may call Ms. Broyles or me at (703) 545-4591. Please refer to case number 18-657 should you call our office.

Sincerely,



Margaret F. Thomas
Deputy Legal Advisor

Enclosures
Position Description (6 pages)
Concept Plan (13 pages)
Referral (1 page)

Position Description

Executive Position Description

PD#: ENES1274
Sequence#: VARIES
Allocation#: 270

Agency: VARIES
Army Command: VARIES
Command Code: VARIES

Replaces PD#:
Bill Payer PD#: ES1015
Reason for Submission: Title Change

PRINCIPAL DIRECTOR TO THE INSPECTOR GENERAL (INSPECTIONS) ES-1801-00

Citation 1: OPM PCS GEN INSP, INVEST & COMP SERIES, GS-1801, OCT 80

Citation 2: OPM PCG GENERAL SCHEDULE SUPERVISORY GUIDE, JUNE 1998

Classified By: DEON FORTUNE-CANADA

Classified Date: 03/09/2009

FLSA: EXEMPT

Career Program: 00, NOT IN CAREER PROGRAM

Functional Code: 91, PLANNING

Competitive Area: VARIES

PPC: 5, Equivalent to MG

GF PPC:

Drug Test Required: YES

Financial Disclosure Required: YES

Requires Access to Firearms: VARIES

Position Sensitivity: VARIES

Competitive Level: VARIES

Tier Structure: VARIES

DCIPS PD: NO

Acquisition Position: NO

Interdisciplinary:

Security Access: VARIES

Emergency Essential: VARIES

Position Status: 1, Competitive Service

Primary Functional Domain:

National Security Position (NSP):

Secondary Functional Domain:

Key Position Data

Total Number of Subordinates:

Number of Direct Reports:

Highest Level Direct Report:

Size of Budget Directly Managed: 0.000 M

Total Contract Value - Dollar Amount: .000 M

Level of Institutional Influence:

Level to which Position Directly Reports:

Number of Direct Reports at Highest level:

Size of Budget Substantially Influenced: .000 M

Total Contract Value # of Contract Personnel:

PD Status: Verified

PD Summary:

As the Executive Director for inspections works under the direction of The Inspector General (TIG) and acts on behalf of the TIG in carrying out responsibilities in the inspection function. The mission of the Office of the Inspector General (OTIG) and the United States Army Inspector General Agency (USAIGA) is to inquire into, and periodically report on the discipline, efficiency, economy, morale, training, and readiness of the Army, to the Secretary of the Army (SA) and the Chief of Staff, Army (CSA). TIG's resources are assigned to USAIGA. The Department of the Army Inspector General (DAIG) is used when combining the Office of the Inspector General (OTIG) and the USAIGA. The USAIGA is divided into ten main divisions, each led by a Colonel or YC-03. Incumbent receives broad guidance from the TIG who permits the incumbent maximum freedom of action in the accomplishment of the missions and functions assigned. Performance is evaluated for adherence to policy and regulations, quality of leadership and supervision, accomplishment of objectives, and overall contribution towards maintaining Army values, readiness, and effectiveness. Incumbent of this position has oversight of a budget in excess of \$17 Million. The incumbent will work in close collaboration with the Deputy, Inspector General (Assistance, Investigations & Support) regarding Inspector General Doctrine, Inspector General Policy and distribution of resources. This position directly supervises up to nine Colonel/civilian equivalent employees and has oversight or senior rater responsibilities for approximately 70 employees.

Duties:

Serves as the Army's principal authority regarding United States Army Inspection Policy. Consistently interprets and applies existing laws, policies, regulations, and procedures to the Army Inspection Program. Provides the Executive Office of the Headquarters (EOH) with recommended changes to a wide range of Army regulations and policies based on the findings of the USAIGA inspection divisions. Interfaces with HQDA Staff Principals and senior Army Commands to resolve sensitive and/or highly controversial inspection related findings and to implement recommended Army policy modifications. Collaborates with the Deputy to the Inspector General/Assistance, Investigation and Support Director on the development of new policies and in the refinement of AR 1-201, Army Inspection Policy, AR 20-1, Inspector General Activities and Procedures, and the United States Army Inspector General Inspections Guide.

Develops and implements Army oversight inspection policy for nuclear, biological, and chemical surety programs and intelligence oversight activities including special sensitive classified activities. Provides the TIG with a common operating picture that integrates the results of Secretary of the Army directed Army-wide systemic inspections; Army nuclear, biological, and chemical surety compliance inspections; Army intelligence oversight compliance inspections and special-sensitive classified activity compliance inspections; and Army information assurance compliance inspections. Identifies, tracks and informs the TIG and SA of Army-wide trends identified during the course of these inspections.

Coordinates the execution of inspections and audits among HQDA, Department of Defense and Federal oversight organizations (to include the resolution of inspection jurisdiction with other departmental and non-departmental agencies) to synchronize efforts, reduce overlap and optimize Army resources.

As the Executive Director for Inspections provides executive level oversight of HQDA level Inspector General inspection activities. (a) Reviews and evaluates all USAIGA Inspection Reports; approves or endorses the final report for TIG approval, and forwards, as required, to CSA, VCSA, or SA. (b) Determines if inspected organizations comply with Federal laws, DOD guidance and Army policies and informs both the organization's commander and the inspection directing authority of root causes, recommend corrective actions, and responsibilities when found not in compliance. Develops and refines Army inspection

performance indicators and processes.

The incumbent will represent the Army Inspector General System before a wide range of audiences including Administration Officials, members of Congress and their staff, Federal and State Officials, the EOH, HQDA Principals, and the public at large. The Executive Director for Inspections will maintain an on-going liaison with the Department of Defense Inspector General, the Army audit Agency, and other federal oversight agencies, in order to identify areas of potential conflict and common interest, and to present the views of the TIG.

Evaluates and analyzes the status of the Army Inspection Program and develops appropriate corrective actions and changes in program emphasis. Assures effective USAIGA workload distribution, full application of staff skills and abilities, and effective allocation of \$17.0 million in completion of Inspection program objectives. As appropriate, improves the efficiency of senior Army Command's inspection programs by using the experts within the USAIGA to supplement/assist/train senior Army Command Inspectors General. (75%)

Through subordinate leadership, directs the conduct of objectives and thorough inspections designed to maintain and reinforce Army policies, standards and values. Supervises up to seven Colonels, one YC-03 Division Chief and one YA-03 Special Branch Chief. Creates a professional climate that nurtures high standards of performance, ethical behavior, and professionalism. Ensures that subordinates are treated fairly, properly trained and empowered to contribute to the achievement of organizational goals and objectives, and have equal opportunities for career development and advancement. Sets performance standards, assigns work, evaluates performance, and provides timely periodic assessments of individual strengths and weaknesses. Responsible for formulating Inspector General personnel related professional development programs. Participates in developing and supporting Equal Employment Opportunity and Affirmative Action in the USAIGA workforce. Ensures that equal opportunity principles underlie all personnel and supervisory actions. (25%)

Performs other duties as assigned.

The work of this position requires the incumbent to obtain and maintain a TOP SECRET/SCI security clearance.

This is established as a projected position. As it is difficult to project precisely how a new position may actually function once it is encumbered and becomes operational and duties and responsibilities may evolve over time, projected positions are subject to review within 2-3 years of incumbency. This may be appropriate to validate the accuracy of the duties and responsibilities reflected in the position description and the accuracy of the position evaluation.

Financial:

The incumbent is required to submit a Financial Disclosure Statement, SF-278, upon entering the position, annually, and upon termination of employment, in accordance with DOD Directive 5500.7-R, Joint Ethics Regulation, dated 30 August 1993.

Drug Test:

This position is covered by the Alcohol and Drug Abuse Prevention and control Program. Incumbent must sign a DA Form 5019-R (Condition of Employment for Certain Positions Identified as Critical Under the Drug Abuse Testing Program) and may have to pass urinalysis testing at the time of appointment and periodically thereafter. Incumbent may have to undergo periodic random drug testing in accordance with Executive Order 12564, dated 14 Sep. 1986.

Evaluation:

EVALUATION STATEMENT

EXECUTIVE DIRECTOR FOR INSPECTIONS**References:**

- a. OPM PCS GEN INSPN & COMPLIANCE SER, GS-1801, TS-45, OCT 1980
- b. US OPM GSSG, JUN 1998
- c. OPM SES DESK GUIDE, JAN 2009
- d. Comparable Positions:
Deputy Auditor General, Policy & Operations Management
Deputy Auditor General, Acquisition & Logistics Audits

Background: The Principal Director for Inspections carries out responsibilities under the inspection function. The mission of the Office of the Inspector General (OTIG) and the United States Army Inspector General Agency (USAIGA) is to inquire into, and periodically reports on the discipline, efficiency, economy, morale, training, and readiness throughout the Army, to the Secretary of the Army (SA) and the Chief of Staff, Army (CSA). Incumbent of this position serves as the Army's principal authority regarding United States Army Inspection Policy. Develops, interprets and applies existing laws, policies, regulations, and procedures to the Army Inspection Program. The Incumbent will work in close collaboration with the Deputy Inspector General/Assistance, Investigations & Support Director regarding Inspector General Doctrine, Inspector General Policy and distribution of resources. This position directly supervises approximately 09 employees and has oversight or senior rater responsibility for approximately 70 employees.

Series Determination: The series determination is based on the primary purpose and function of this position. Positions with primary duties of which are to administer, coordinate, supervise or perform inspection, investigative, analytical, or advisory work to assure understanding of and compliance of Army regulations, mandatory laws and guidelines are appropriately classified under the occupational series of the 1800. This position is established primarily to effect compliance of Individuals or organizations with laws, rules, regulation, and other mandatory guidelines. The work of this position is mainly conducted by inspections, investigations and analysis of reports. Thus, this position adequately meets the series definition requirement under the 1801 General Inspections & Compliance series.

Title Determination: In accordance with reference (a) subject position is appropriately titled: Principal Director for Inspections.

Grade Level Determination: In the absence of grading criterias for SES position, the duties of the position is compared with other SES level positions:

This position is located within the Army's Field Operating Agency with a direct report to the Army Inspector General. Directs a workforce of approximately 70 employees; 09 direct reports at the level of YC-03/COL equivalents. The span of control covers several offices such as: Inspections Division, Intel Oversight, Technical Inspections, Information Assurance and the Trends & Follow-up Branch (currently under a concept plan for establishment). The annual operating budget is in excess of \$17 Million. Incumbent of this position reports directly to a 3-star Flag Officer and is responsible for managing the OTIG's Inspection Program. The workforce is diverse comprising of both civilians and military personnel. Work is evaluated for adherence to policy and regulations, quality of leadership, accomplishment of objectives and overall contribution towards maintaining program values, readiness and accomplishment of overall objectives.

DWES1069 (Deputy Auditor General, Acquisition and Logistics Audits) – Position is located within the Army's Field Operating Agency with direct report to the Auditor General (3-star) and the Principal Deputy. Directs a workforce of over 250 employees with 7 direct reports at

the GS-15 grade level. Incumbent of this position provides advisory audit services to DA, DOD, GAO, professional organizations, and other governmental agencies. The position span of control covers several offices such as: Acquisition Research & Dev, Supply, Maintenance, Army Working Capital Fund, Installation Operations, Installation Studies and Theater Operations (Europe). Position is responsible for the formulation of technical audits plans, policies and ensuring program goals are met. This effort includes oversight, coordination, management and execution of the Auditor General Acquisition & Logistics Audit. Provides interface, leads discussions and provides briefing to other high level governmental entities. Work is evaluated based on the overall effect of total accomplishments of assigned audit programs and mission, including the extent to which program goals are met. Represents the agency at key meetings, conferences, inter-intra departmental meetings and has the delegations to make decisions in the name of the Auditor General and Principal Deputy.

DWES1070 (Deputy Auditor General, Policy & Operations Management) – Position is located within the Army's Field Operating Agency, directly responsible for a workforce of approximately 60 employees, with 3 direct reports at the YC-03 level. The position span of control covers several offices such as: 23 USAA field offices, Information management, Audit Policy, Oversight & Training, Resources Management and Strategic Planning & Special Studies. The scope of the position is agency-wide. This position Reports directly to the Auditor General (3-star position) and the Principal Deputy Auditor General (2-star) position. Is responsible for establishing audit policies and standards to be followed by Dept of Army auditors. Recruits, trains and provides professional career development for the agency auditing staff of about 600 auditors and other professionals. Provides audit advisory service to DA and DOD agencies. Provides centralized budget and accounting services for the agency. Evaluates agency operations and performs special management studies. Oversees and directs peer evaluations on other Army organization charged with performing audits. Represents the agency at conferences and meetings with key officials of DA, DOD, GAO, USAA and the public with the authority to make decisions in the name of the Auditor General and the Principal Deputy.

As you can see from the comparison made above, the three positions are very comparable, not necessarily in types and programs, but in terms of Org level, scope, responsibility, contacts and reporting relationships.

Conclusion: Subject position is properly classified as ES-1801 in the Senior Executive Service based on comparison with other equivalent positions. This position oversees the planning and effective execution of the OTIG Inspection program. Incumbent is responsible for developing policies, managing the inspection program and ensuring inspection program adheres to agency-wide policies and other higher-level governmental entity policies. The work of this position has Army-wide impact and is vital to OTIG mission accomplishment.

PPC Recommendation: PPC 6. Final PPC determination made by management, thus, this position is PPC-05/Tier 2.

Concept Plan



REPORT TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF G-3/5/7
400 ARMY PENTAGON
WASHINGTON, DC 20310-0400

DAMO-FMP

MEMORANDUM FOR OFFICE OF THE INSPECTOR GENERAL, ATTN: SAIG XL, 1700 Army Pentagon, Washington, DC 20310-1700

SUBJECT: Concept Plan for the Establishment of the Office of the Principal Director for Inspections (OPDI)

1. Reference: Memorandum, subject: Concept Plan for the Establishment of the Office of the Principal Director for Inspections (OPDI) within the US Army Inspector General Agency (USAIGA), UIC W303AA, SAIG-XL, dated 30 September 2009.

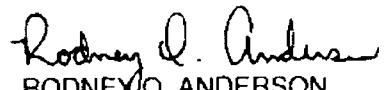
2. HQDA approves your concept plan for the United States Army Office of the Inspector General as follows:

- a. Addition of 1 military requirement (LTC:01AA) in AMSCO 43139800, MDEP XMGH.
 - b. Addition of 1 Department of the Army Civilian (DAC) requirement (YB-03:0318) in AMSCO 43139800, MDEP XMGH.
 - c. HQDA provided bill payers for military authorizations are not available due to the current constrained resource environment. The TIG has two bill payer options to address resourcing of the requested military authorization: (1) Realign authorizations from lesser priority missions within the TIG; or (2) Submit this authorization to compete for resourcing in the Total Army Analysis 12-17.
 - d. TIG must compete in the Program Objective Memorandum (POM) cycle for authorizations and funding for additional DACs. HQDA will not provide any additional authorizations or funding for these authorizations.
 - e. HQDA directs the Manpower Mix Codes for the military requirement to be documented with "F" code and the DAC requirement to be documented with "H" code.
3. This memorandum does not approve documentation of equipment. Requests to transfer LINs between UICs or requests for new LINs need to be forwarded to the TDA Unit Equipment Review and Validation Board for approval if the LINs are listed in the HQDA intensely managed items LIN list or are listed in SB 700-20, Chapters 2 and 4 and are coded as controlled item code = C and reportable item code = 2 or equivalent.
4. This action will be documented in the next available Out-of-Cycle process and will result in a FY11 change document for the United States Army Office of the Inspector General (W0Z6AA).
5. The effective date for W0Z6AA is 2 October 2010 (20101002).

DAMO-FMP

SUBJECT: Concept Plan for the Establishment of the Office of the Principal Director for
Inspections (OPDI)

6. The HQDA point of contact is (b)(6).(b)(7)(C) or e-mail:
(b)(6).(b)(7)(C)


RODNEY O. ANDERSON
Major General, GS
Director of Force Management



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE INSPECTOR GENERAL
1700 ARMY PENTAGON
WASHINGTON DC 20310-1700

SEP 30 2009

SAIG-XL

MEMORANDUM FOR DEPUTY CHIEF OF STAFF G3/5/7 (DAMO-FM)

SUBJECT: Concept Plan for the Establishment of the Office of the Principal Director for Inspections (OPDI) within the US Army Inspector General Agency (USAIGA), UIC W303AA

1. The attached Concept Plan is submitted with the intent of reorganizing the USAIGA to include the Office of the Principal Director for Inspections.
2. The basis for this Concept Plan is that the Secretary of the Army approved, on 23 MAR 09, the requirement for a Tier 2 SES to serve as the Army's principal authority regarding U.S. Army Inspection policy, with responsibility to interpret and apply existing laws, policies, regulations and procedures to the Army Inspection Program.
3. The OTIG/USAIGA point of contact for this action is (b)(6);(b)(7)(C)
email: (b)(6);(b)(7)(C) Pentagon Room 5C560.

DROIT ET AVANT

Encl


WILLIAM H. MCCOY
Major General, USA
Deputy The Inspector General



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE INSPECTOR GENERAL
1700 ARMY PENTAGON
WASHINGTON DC 20310-1700

SAIG-OP

SEP 30 2009

MEMORANDUM FOR G-37 DAMO FMP

SUBJECT: Concept Plan for the Establishment of the Office of the Principal Director for Inspections (OPDI) within the US Army Inspector General Agency (USAIGA), UIC W303AA

1. References:

a. Army Regulation 71-32, Force Development and Documentation – Consolidated Policies

b. Memorandum. HQDA DAMO-FM, 28 JAN 09, Subject: Concept Plan Guidance

2. PURPOSE: The purpose of this concept plan is to establish the Office of the Principal Director for Inspections within the USAIGA. The office will consist of a Tier 2 Senior Executive Service (SES) Principal Director for Inspections (PDI), a military Executive Officer (LTC/O5 O1A00) and a Secretary (YB-03/0318). These positions are to be documented on TDA UIC: W303AA, based on CCNUM 0210, EDATE 02 Oct 2009, Title: US Army Inspector General Agency (USAIGA).

a. Mission Analysis:

(1) Mission Statement: Assists The Inspector General (TIG) in being the eyes, ears, voice, and conscience of the Army across the spectrum of operations by conducting thorough objective, and impartial inspections. Briefs the TIG and the Secretary of the Army (SA) on the status of Army Inspections and follows-up to ensure Army Inspection recommendations are implemented. Advises and assists Army leaders to maintain Army values, readiness, and effectiveness in the promotion of well-being, good order, and discipline.

(2) Mission Source: This mission is based upon the following mandates:

(a) US Code, Title 10, Section 3020; Inspector General (Encl 1)

"(c) The Inspector General shall periodically propose programs of inspections to the Secretary of the Army and shall recommend additional inspections and investigations as may appear appropriate."

"(d) The Inspector General shall cooperate fully with the Inspector General of the Department of Defense in connection with the performance of any duty or function by the Inspector General of the Department of Defense under the Inspector General Act of 1978 (5 App. U.S.C. 3) regarding the Department of the Army."

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(b) General Order No. 3, Headquarters, Department of the Army, Washington, DC. Assignment of Functions and Responsibilities Within Headquarters, Department of the Army, dated 9 July 2002 (Encl 2). Paragraph 13. **The Inspector General**, sub-paragraph b.: "Among the responsibilities of the TIG are - Proposing and conducting programs of inspections, including nuclear, biological, and chemical surety."

(3) Mission Functions:

(a) Policy Development: Serves as the Army's principal authority regarding United States Army Inspection Policy as defined in Army Regulation (AR) 1-201, Army Inspection Policy; AR 20-1, Inspector General Activities and Procedures; and in the United States Army Inspector General Inspections Guide.

(b) Inspections Functional Area Integration:

➤ Provides the Secretary of the Army (SA) and TIG with a Common Operating Picture that integrates the results of SA directed Army-wide systemic and compliance inspections.

➤ Updates the SA and TIG on the status of Army Inspections and follow-up to ensure approved Army Inspection recommendations are implemented.

➤ Identifies, tracks, and informs the SA and TIG of Army-wide trends identified during the course of directed Army-wide systematic and compliance inspections.

➤ Coordinates the execution of inspections and audits among HQDA, DoD, and Federal oversight organizations (to include the resolution of inspection jurisdiction with other departmental and non-departmental agencies) to synchronize efforts, reduce overlap and optimize Army resources.

(c) Inspections Program Management and Direction: Provides executive level oversight of HQDA level Inspector General Inspection activities.

b. Detailed Mission Analysis: While the current organization of the Office of the Inspector General (OTIG) and the USAIGA (known together as the Agency) is a lean organization. Functional area coordination is hampered by the large span of control over ten separate independent divisions tasked to the Deputy, The Inspector General (DTIG) as the Agency's sole integration/synchronization agent. An internal Agency analysis discovered that the Army level inspection program was not being efficiently coordinated, inspection policy had not been keeping up with the Army's present operational environment, and follow-up tasking to the HQDA staff were not being completed. Establishment of the OPDI will provide an Inspections functional area integration and synchronization team to ensure efficient Inspections program and policy coordination. It will also serve as the Agency's central coordination point with the HQDA staff to ensure proper and timely follow-up actions are taken on Inspections' recommendations.

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SUBJECT: Concept Plan for Establishment of the Office of the Principal Director for Inspections (OPDI) within the US Army Inspector General Agency (USAIGA), UIC W303AA

c. Resource Analysis:

(1) Manpower requirements were determined by the use of a *de facto* HQDA allocation rule for providing XO's and Secretary's support to General Officers (GO) and SES assigned to the Army Staff (ARSTAF). (See manpower analysis in paragraph 3 below.) All requirements are enduring, governmental in nature, and workload supported per the allocation rule. One Tier 1 Senior Executive Service (SES) Principal Director for Inspections (ES-1801): was approved by the Secretary of the Army (SA) for establishment, recruitment, and fill on 23 March 2009 (Encl 3). This approval allows the Civilian Senior Leader Management Office (CSLMO) to allocate one SES requirement and authorization to the USAIGA.

(2) Equipment: Used Executive Furniture is available for transfer at no cost to the Agency from the Director of Logistics (DOL). If needed, any new purchase exceeding \$2,500 will require three vendor quotes submitted to Contracting Command of Excellence using eDARTS. Purchases not exceeding \$2,500 will be made using the Government Purchase Card (GPC). Additional office furniture will either be obtained from the DOL warehouse or purchased using the GPC. A listing of required office furnishings is listed in the enclosure stated in the facilities paragraph below.

(3) Facilities: Office space will be required for this office. A request for office space was submitted on 16 April 2009, requesting office space in the Pentagon (Encl 4). Since this submission the location of the main office for the DPI has changed to Crystal City, VA. IAW BRAC 133 and the results of the recent Army Pentagon Implementation (API) Plan, the intent is still to co-locate the OPDI with the four Inspections Divisions into the Pentagon's AT/FP leased space NLT 14 September 2011.

(4) Additional funding: Payroll funds in the estimated amount of \$221,250 will be needed for one SES (ES-1801) and \$106,042 will be needed for one Secretary (YB-03/0318) if the proposed billpayer action is not approved.

3. EXECUTION: The SES position has been filled and the PDI will be on-board on/or about 13 October 2009. In order to meet both the SA's and TIG's intent to establish a HQDA central Inspections functional area integration and synchronization team and to ensure efficient Inspections program and policy coordination, the following actions are ongoing: (1) An over-hire action has been submitted to announce and recruit an incumbent for the PDI's Secretary and (2) Upon the arrival of the PDI, the TIG and the PDI will select an Agency assigned LTC to be detailed as the OPDI XO. Once this concept plan has been approved, and all requirements and authorizations are documented on the TDA, the incumbents will be slotted in their appropriate TDA position.

4. MANPOWER ANALYSIS: The requested requirements and authorizations are fixed positions essential to the execution and support of the PDI mission. These fixed positions were determined through the use of a comparative analysis (Encl 5) of HQDA Army Staff (ARSTAF) offices to establish the ratio of XOs and Secretaries to General Officers (GO)/SES assigned to a

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SUBJECT: Concept Plan for Establishment of the Office of the Principal Director for Inspections (OPDI) within the US Army Inspector General Agency (USAIGA), UIC W303AA

given ARSTAF office. Analysis revealed that at a minimum each GO or SES were allocated one XO and one Secretary. The ratio of support to GO/SES was 3.25:1. All ARSTAF offices reviewed did not have a manpower study on record in FMSWEB so those requirements are not workload supported. Thus, it appears, that a *de facto* allocation rule has been established for the ARSTAF. This *de facto* allocation rule has been applied to the OPDI for the two support positions (XO and Secretary). The Tier 2 Senior Executive Service (SES) Principal Director for Inspections (ES-1801) has been approved by the SA and is a fixed position.

(a) Military: One required and authorized (REQ/AUTH) military Executive Officer (XO) (LTC/O5 01A00) is required to provide HQDA level XO support to the OPDI. This position requires that the incumbent have current military experience and will be a Detailed IG per U.S. Code, Title 10, Section 3020; Inspector General. The workload is governmental in nature and is enduring workload.

(b) Reserve Component Military: N/A.

(c) Civilians: The workload associated with these positions is governmental in nature and is enduring workload.

(1) One REQ/AUTH Tier 2 Senior Executive Service (SES) Principal Director for Inspections (ES-1801): The incumbent will serve as the Army's principle authority regarding U.S. Army inspection policy, with the responsibility to interpret and apply existing laws, policy, regulations, and procedures to the Army Inspection Program. This SES position for the OTIG was approved by the SA for establishment, recruitment, and fill on 23 March 2009.

(2) One REQ/AUTH Secretary (YB 03-00318) is required to provide HQDA level secretarial support to the PDI. The incumbent will perform the full range of secretarial support to include but not limited to calendar management, official travel coordination, and reception duties.

d. Contractors: N/A.

5. SUMMARY OF CHANGES:

a. Personnel: These requirements and authorizations are needed to perform the enduring workload related to the functions of Inspections Policy Development, Inspections Functional Area Integration, and Inspections Program Management and Direction.

(1) Military: One required and authorized (REQ/AUTH) military Executive Officer (XO) (LTC/O5 01A00) is required to provide HQDA level XO support to the PDI. This position requires that the incumbent have current military experience and will be a Detailed IG per U.S. Code, Title 10, Section 3020; Inspector General. USAIGA requests that the Army resource the requirement of the one military Executive Officer position (LTC/O5 01A00).

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(3) Civilians:

(a) One REQ/AUTH Tier 2 Senior Executive Service (SES)

Principal Director for Inspections (ES-1801) be documented as reflected on the proposed TDA/W303AA (Encl 5). The incumbent will serve as the Army's principle authority regarding U.S. Army inspection policy, with responsibility to interpret and apply existing laws, policy, regulations, and procedures to the Army Inspection Program. This SES position for the OTIG was approved by the SA for establishment, recruitment, and fill on 23 March 2009. It is an approved position funded by Civilian Senior Leader Management Office (CSLMO). Estimated cost for the position is \$221,250 which will be funded by USAIGA.

(b) One REQ/AUTH Secretary (YB-03/0318) is requested to provide HQDA level secretarial support to the PDI. Estimated cost for the position is \$106,042 per year.

(4) Contractors: N/A.

b. Controlled Programs: The SES ES-1801 is a controlled program position managed by the Civilian Senior Leader Management Office (CSLMO). On 20 March 2009, CSLMO sent a request to the SA recommending that approval be given to the TIG to recruit for this position through competitive procedures. The SA approved this action on 23 March 2009.

c. DoD Manpower Mix Criteria (MMC): The MMC coding for the SES is "E", the LTC/O5 XO is "F" and the YB-03/0318 Secretary is "H". The Management Decision Evaluation Packet (MDEP) FAIG sustains for these three positions.

d. Equipment: No additional TDA equipment is required.

e. Facilities: Office space will be required for the OPDI three positions and affiliated offices. IAW BRAC Directive 133 and the recent Army Pentagon Implementation (API) Plan, the OPDI and the four inspection divisions will relocate from the Crystal City, VA location into the Pentagon's AT/FP leased space NLT 14 September, 2011.

f. Funding: USAIGA will fund the SES position in the sum of \$221,250 in FY10 and the Secretary (YB-03/0318) position in the sum of \$106,042 during FY09 and FY10. For the Executive Officer position, USAIGA requests that the Army resource the requirement of the one military Executive Officer position (LTC/O5 O1A00). The Executive Officer is required to provide HQDA level XO support to the PDI. This position requires that the incumbent have current military experience and will be a Detailed IG per U.S. Code, Title 10, Section 3020; Inspector General. USAIGA will compete for the funds, for all of these positions, in the FY11 POM. NOTE: As this mission is new to the Army and SA approved, the USAIGA requests that Army resource all three positions commencing in FY11.

g. Organizational or Standardization Impact: The OTIG and the USAIGA will undergo organizational changes as depicted in the following graphics:

SAIG-OP

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FIGURE 1: Current organization

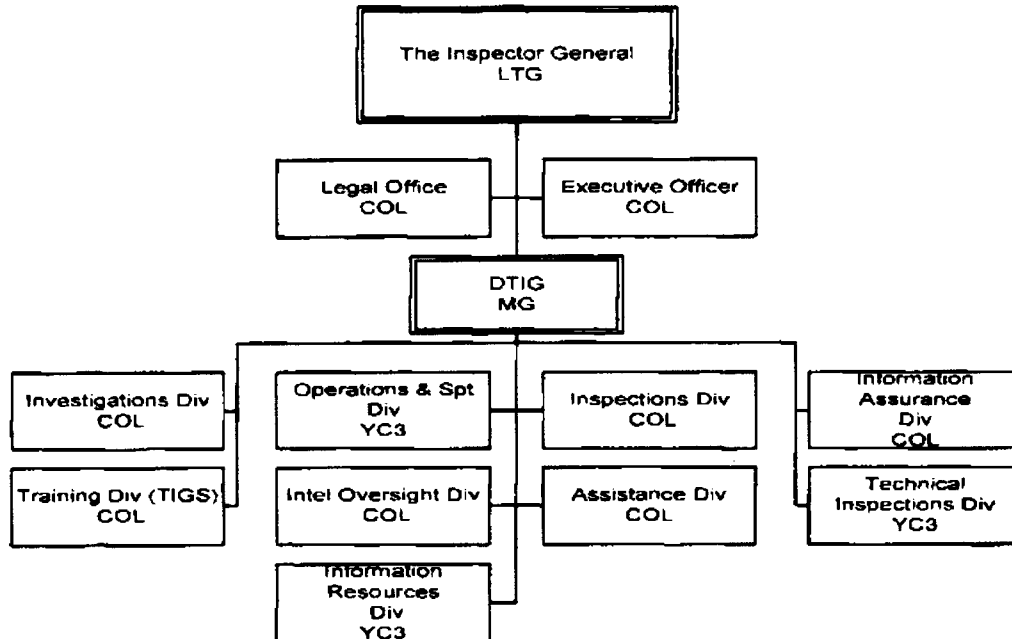
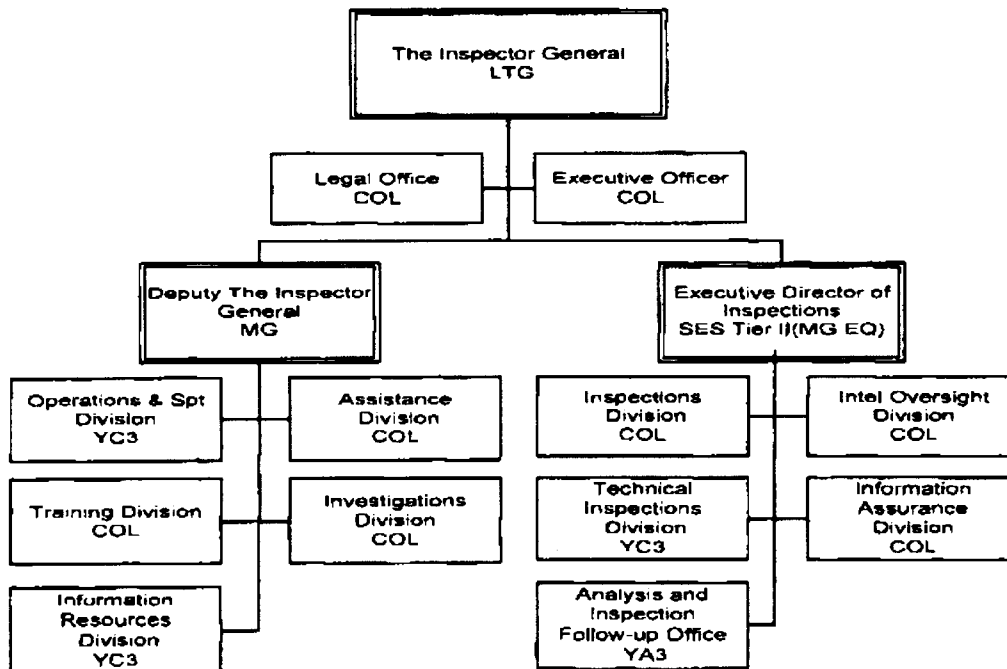


FIGURE 2: Proposed organization



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h. Recommended EDATE and justification:

(1) EDATE: 01 March 2010

(2) Justification: The SES position has been approved by the SA and is scheduled to report in October 2009. Request an Out of Cycle action to support this new requirement and associated OPDI staff. EDATE requested is 1 March 2010 or sooner if the Concept Plan is approved prior to the requested EDATE.

i. Readiness Impact: In the event this Concept Plan is disapproved, the Agency will not have a central coordination point with the HQDA staff to ensure proper and timely follow-up actions are taken on Inspections' recommendations, especially in the Army's present operational environment. Internally, without the OPDI, the functional area control and coordination will be degraded across the ten separate independent divisions tasked to the DTIG as the Agency's sole integration/synchronization agent.

j. Other Units Affected: Office of the Inspector General (OTIG) W0Z6AA, CCNUM 0210 and the US Army Inspector General Agency (USAIGA) W303AA, CCNUM 0210 TDAs are the bases for the organizational designs displayed in Figures 1 and 2 above.

k. Stationing: IAW BRAC Directive 133 and the recent Army Pentagon Implementation (API) Plan, the OPDI and the four inspection divisions will relocate from the Crystal City, VA location into the Pentagon's AT/FP leased space NLT 14 September, 2011.

l. Political Sensitivities: As approved by the SA, the incumbent will serve as the Army's principle authority regarding U.S. Army inspection policy, with responsibility to interpret and apply existing laws, policy, regulations, and procedures to the Army Inspection Program.

m. Point of contact: (b)(6);(b)(7)(C)

(b)(6);(b)(7)(C)

FOR THE INSPECTOR GENERAL

(b)(6);(b)(7)(C)

Chief, Operations and Support Division

8 Encls

1-5. as

6. Proposed TDA W303AA

7. Crosswalk W303AA

8. Summary Spreadsheet W303AA

EXECUTIVE SUMMARY

SUBJECT: Concept Plan for the Establishment of the Office of the Principal Director for Inspections (OPDI) within the US Army Inspector General Agency (USAIGA), UIC W303AA

1. The purpose of this concept plan is to establish the Office of the Principal Director for Inspections (OPDI) within the USAIGA. The office will consist of a Tier 2 Senior Executive Service (SES) Principal Director for Inspections (PDI), a military Executive Officer (LTC/O5 O1A00) and a Secretary (YB-03/0318). These positions are to be documented on TDA UIC: W303AA, based on CCNUM 0210, EDATE 02 Oct 2009, Title: US Army Inspector General Agency (USAIGA).

2. On 23 March 2009 the SA approved the requirement to hire a Tier 2 SES to serve as the Army's principal authority regarding U.S. Army inspection policy, with responsibility to interpret and apply existing laws, policy, regulations, and procedures to the Army Inspection Program.

3. The mission functions of the OPDI are:

a. Policy Development: Serves as the Army's principal authority regarding United States Army Inspection Policy as defined in Army Regulation (AR) 1-201, Army Inspection Policy; AR 20-1, Inspector General Activities and Procedures; and in the United States Army Inspector General Inspections Guide.

b. Inspections Functional Area Integration:

➤ Provides the Secretary of the Army (SA) and TIG with a Common Operating Picture that integrates the results of SA directed Army-wide systemic and compliance inspections.

➤ Updates the SA and TIG on the status of Army Inspections and follows-up to ensure approved Army Inspection Recommendations are implemented.

➤ Identifies, tracks, and informs the SA and TIG of Army-wide trends identified during the course of directed Army-wide systematic and compliance inspections.

➤ Coordinates the execution of inspections and audits among HQDA, DoD, and Federal oversight organizations (to include the resolution of inspection jurisdiction with other departmental and non-departmental agencies) to synchronize efforts, reduce overlap and optimize Army resources.

c. Inspections Program Management and Direction: Provides executive level oversight of HQDA level Inspector General Inspection activities.

4. Manpower requirements were determined by the use of a *de facto* HQDA allocation rule for providing XO and Secretarial support to General Officers (GO) and SES assigned to the Army Staff (ARSTAF). All requirements are enduring, governmental in nature, and workload supported per the allocation rule. One Tier 2 Senior Executive Service (SES) Principal Director for Inspections (ES-1801) was approved by the Secretary of the Army (SA) for establishment, recruitment, and fill on 23 March 2009. This approval allows the Civilian Senior Leader Management Office (CSLMO) to allocate one SES requirement and authorization to the USAIGA.

5. USAIGA will fund the SES position in the sum of \$211,250 in FY10 and the Secretary (YB-03/0318) position in the sum of \$106,042 during FY09 and FY10. For the Executive Officer position, USAIGA requests that the Army resource the requirement of the one military Executive Officer position (LTC/O5 O1A00). The Executive Officer is required to provide HQDA level XO support to the PDI. This position requires that the incumbent have current military experience and will be a Detailed IG per U.S. Code, Title 10, Section 3020; Inspector General. USAIGA will compete for the funds, for all of these positions, in the FY11 POM. NOTE: As this mission is new to the Army and SA approved, the USAIGA requests that Army resource all three positions commencing in FY11.

6. In the event this Concept Plan is disapproved, the SA and the USAIGA will not have the viable strategic leadership focus on synchronizing the Army IG Inspection Program nor the proper and timely follow-up on actions are taken to Inspections' recommendations, especially in the Army's present operational environment. Internally, without the OPDI, the functional area control and coordination will remain degraded across the ten separate independent divisions tasked to the DTIG as the Agency's sole integration/synchronization agent.

7. Point of Contact for this action is (b)(6)(b)(7)(C) SAIG-OP,
(b)(6)(b)(7)(C)

Approved by: (b)(6)(b)(7)(C) Chief Operations & Support Division
Date: 11 SEP 2009